



Labor Management Partnership Council

**17-21 November 2003
Port Hueneme, California**

Labor

David McFerrin, Chief Negotiator
Bob Smith
Rodger Dean
Mike Lincoln
Dan Ramirez
Julie Morales
Paul Almryde

Recorder

Judy Heintzelman

MANAGEMENT

Emily Perry, Chief Negotiator
Larry Cooper
Tom Brennan
Richard Kotick
Nancy Bates

Facilitator

Kelley Leavens

OPENING REMARKS:

The Facilitator welcomed the Partnership Council.

The Chief Negotiators, Emily Perry and Dave McFerrin also welcomed everyone. This meeting was Dave McFerrin's first LMPC meeting as the new President of LIUNA Local 2163 and the Chief Negotiator for Labor. He shared with the Council that there may be differences in working processes but he considered it all a challenge and was looking forward to the new positions. Emily Perry addressed the council and gave an overview of the topics that would be discussed to include coveralls for our mechanics in the Aviation community and the Labor Management Agreement that would be expiring in April of 2004.

The Council re-read the 1999 Partnership Agreement between the Adjutant General and LIUNA Local 2163. There was discussion and several points were clarified, to include the Adjutant General's guidance and direction with the partnership and forthcoming

contract negotiations. Also discussed was the capturing of the annual Official Time from the state that needed to be forwarded to the Office of Personnel Management and to National Guard Bureau's Labor Relations.

The Council reviewed the **LMPC Action Item Index** to determine the need for continued action, updating and/or corrections. The following Action Items were worked on:

Action Item #03-03 Supervisor Information Booklet

In the ongoing process of trying to get a Supervisor Information Booklet out to the field, a copy of Georgia's Supervisor's Guide was introduced as a possible template to be considered by our state. After a very lengthy discussion, with different needs, it was suggested that we wait for the new Technician Personnel Manual (TPM) to be completed and to see if it would suffice. A vote was taken and this Action Item was made a Bin Item to be discussed after the new TPM was completed after the first of the year.

Action Item #03-02 Performance Improvement Plan (PIP)

The Council viewed a Power Point presentation staffed by two of the council members complete with flowcharts and regulatory handouts. The Council voted that the PIP should be forwarded to HRO for consideration. This Action Item remains open.

Action Item #03-05 Violence in the Workplace Policy

At the August LMPC meeting, the Violence in the Workplace Policy was discussed and found that there was a lot of confusion regarding the reporting of an incident. A TAAI was formulated for clarification by HRO and published and distributed to the field.

Action Item #00-03 Timely Payment of Travel Vouchers

Timely payment of travel vouchers continues to be a multi-faceted problem for all Army personnel. The Council will compose a letter to the USPFO expressing the concerns and the adverse effects on our Army soldiers and civilians

Bin Item #1 from (8-21-03) NGB 904-1 Entries

Concerns and regulatory processes regarding entries on a technician's NGB 904-1 are currently being presented at the quarterly supervisors' classes.

Bin Item #2 from (8-21-03) the Acquiring, Cleaning and Maintaining Coveralls for the Technician Mechanics in the Aviation Community

The above subject has been an ongoing situation where the Surface Maintenance Community has afforded their technician mechanics coveralls that are made available from a commercial vendor. The coveralls are maintained, and cleaned by the vendor. It is a contract, OSHA, and an environmental violation not to have some type of "coverall" made available to include cleaning. To assist with the process the council arranged for three commercial vendors make presentations of their products at this LMPC meeting. Two of the vendors found a way to obtain the Army Coverall, Woodland. The vendors stated that they could purchase the coveralls in mass and wash and service them. The vendors left the Council with price lists and points of contacts. The Council formulated a letter to the Aviation community to assist them in making a decision.


Ongoing Business


Council members were instructed by the two chief negotiators to review submitted information along with the current contract prior to the February 2004 Council meeting. A proposal was made to notify absent managers of the Council's decisions and assure all members received a copy of the changes by 26 November; by the February Council meeting, all need to be prepared to discuss and move forward.

LMPC Meeting Calendar for 2004:

9-13 February 2004
17-21 May 2004
16-20 August 2004
15-19 November 2004

Questions on the content of these minutes may be answered by Emily Perry, LRS at commercial (916) 854-3412, DSN 466-3412 or CAGNET 6-3412 or Dave McFerrin, at commercial (559) 347-5695, DSN 686-5695 or CAGNET 6-5695.


Dave McFerrin
Chief Negotiator


Emily Perry
Chief Negotiator